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Overview

Vol. 4 No. 5

Education Relations Commission

June 1983

1982-83 NEGOTIATIONS UPDATE

Settlements: As of June 10, 1983, 21(10.5%) of 200 possible sets of negotiations remain unsettled for 1982-83 (3 Elementary, 17 Secondary, and 1 RCSS), which represent 12.4% of the 169 situations actually negotiating in this round of bargaining.

Bad Faith: The secondary school teachers of Grey, Red Lake, Kent and Bruce (2nd application) have filed charges that their boards have not bargained in good faith. The Commission has determined that it has jurisdiction to hear a good faith application which was filed by the Durham secondary teachers in January. (A copy of the determination is available on request.)

1983-84 NEGOTIATIONS UPDATE

Settlements: To date a total of 30 1983-84 salary grids are available for analysis (14 Elementary, 7 Secondary, and 9 RCSS), all of which are subject to review by the Inflation Restraint Board during this "control" year. Weighted grid adjustments average \$2,030 or 6.4% for these situations.

SUDBURY STRIKE STUDIES RELEASED

Professor Derek Wilkinson of Laurentian University has completed his study of the Sudbury secondary school sanction, called The Sudbury School Strike and Laurentian Students. Whereas existing studies have looked at either the perceptions of the participants or year-end grades, this ERC-funded study, the first of its kind to be undertaken in North America, looked into the objective effects of strike action on Sudbury Grade 13 students as measured by the grades and failures of these students who in their next year were enrolled at Laurentian University. After a complex multivariate analysis, whereby the effects of the Sudbury strike were measured while controlling simultaneously for the effects of other variables (such as sex, language, etc.), the author concluded that "the two months of lost education in grade 13 did not affect university performance". A final draft is now being prepared and more details about the study will be released in a future Overview.

Henry Radecki and Susan Evans have just published a report entitled Teachers' Strike Study: Sudbury Ontario, 1980. The authors of this Ministry of Education-funded report examined the attitudes of teachers, principals, administrators, trustees and parents to learn the events, influences and developments leading to the strike, the factors prolonging the strike and the feelings toward the school system which have emerged as a result of the strike. The researchers found, among other things, that the school system was back to "normal" six months after the strike was settled, and that one of the long-term effects of the strike was that the "weaker" students had to spend more time studying at home in 1981. Copies of this report can be obtained for \$5.00 from the Publications Centre, 880 Bay St., 5th Floor, Toronto, Ontario M7A 1N8.

Inquiries concerning this publication or any Commission activities should be addressed to:

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UNIVERSITY OF TORONTO

PUBLICATIONS AVAILABLE

Included in this mailing:

- 1982-83 Individual Summaries: 6th Update
- 1983-84 Individual Summaries: 1st Update
- 7th Annual Report, 1981-82: French version
- Grievance Arbitration, May 1983

b) Available on request:

- Clause File # 23: Class Size Provisions, 1982-83
- Monograph # 32: Insured Benefit Plans and Retirement Gratuities, 1982-83

OLRB DETERMINES OTTAWA PINK LETTER NOT AN ILLEGAL STRIKE

In a recent decision concerning an application by the Ottawa Board of Education under s. 67 of the School Boards and Teachers Collective Negotiations Act and under s. 92 of the Labour Relations Act, filed in response to the issuance of "pink letters" by OSSTF and AEF0, advising their members not to apply for or accept employment in respect to the night school credit and summer school courses, the Ontario Labour Relations Board ruled that the action by the teachers did not constitute an unlawful strike for the following reasons:

- First, the Board's Continuing Education Program could not be considered a program or school within the meaning of the term in the definition of "strike" in the School Boards and Teachers Collective Negotiations Act, and therefore the concerted refusal to teach or apply to teach could not be considered a strike within the meaning of that Act.
- Second, because these teachers are not yet employees of the Board in respect of the Continuing Education Program, their concerted refusal to apply to teach in the Program does not constitute a strike within the meaning of the Labour Relations Act.

RECENT APPOINTMENT TO ERC

Louise D. Binder, of Toronto, has been appointed member of both the Education Relations Commission and the College Relations Commission for three-year terms. Ms. Binder, Co-ordinator of Labour Relations with Gulf Canada Products Limited, received her law degree from Queen's University in 1973 and was called to the Bar in 1975. She has practised with the Toronto law firm of Osler, Hoskin and Harcourt, and has been Supervisor of Employee Relations with the Bank of Nova Scotia. Ms. Binder is also a member of the Ontario Public Service Labour Relations Tribunal.

ERC SCHEDULES ANNUAL TRAINING WORKSHOPS FOR NEUTRALS

Pursuant to its duties under section 60-(1) of the School Boards and Teachers Collective Negotiations Act, the Commission conducted a fact finding workshop for potential third parties on May 26 and 27, and has scheduled a mediation workshop for experienced third parties on June 16 and 17. The program for the mediation workshop will centre around a new, ERC-commissioned training film entitled Apples Won't Get It Anymore.

TRENDS IN COLLECTIVE AGREEMENTS: 1978-79, 1980-81, 1982-83

As of June 10, 1983 provision areas covering 66 Elementary, 53 Secondary and 41 RCSS agreements have been examined for the years 1978-79 (1), 1980-81 (2) and 1982-83 (3). Excluded from the percentage comparisons below are all situations for which a 1982-83 agreement has not been analysed.

Provision Area	Elem.			Sec.			RCSS		
	(1)	(2)	(3)	(1)	(2)	(3)	(1)	(2)	(3)
<u>Agreement Term</u>									
One Year	74	26	58	75	32	57	24	73	49
Two Years	26	73	41	21	62	41	24	73	49
Three Years	-	1	1	4	6	2	-	-	2
<u>Cost of Living Allowance</u>									
Yes	23	23	14	21	26	17	7	15	10
No	77	77	86	79	74	83	93	85	90
<u>OHIP</u>									
OS	2	2	2	2	4	4	2	2	2
50-74%	3	3	3	2	4	2	2	-	-
75-99%	66	66	63	62	58	56	62	61	64
100%	27	29	30	34	34	36	27	32	34
Flat \$	2	-	2	-	-	2	7	5	-
<u>Extended Health Plan</u>									
50-74%	3	2	-	5	4	-	-	-	-
75-99%	44	47	47	38	42	36	54	49	59
100%	38	39	41	40	42	51	20	29	29
Flat \$	2	2	3	0	2	4	12	7	-
No Plan	13	10	9	17	10	9	14	15	12
<u>Dental Plan</u>									
OS	3	2	2	4	4	2	-	-	-
1-49%	-	-	-	-	-	-	5	-	-
50-74%	13	12	18	11	10	9	32	17	20
75-99%	42	47	45	41	45	43	39	51	56
100%	17	19	23	21	26	36	12	22	22
Flat \$	2	3	6	-	2	4	10	8	-
No Plan	23	17	6	23	13	6	2	2	2
<u>Long Term Disability Plan</u>									
OS	26	33	49	23	34	47	29	53	58
50-74%	9	6	5	10	9	7	7	10	5
75-99%	12	15	12	11	13	10	20	15	17
100%	11	11	10	13	15	17	5	10	10
Flat \$	-	-	-	-	2	2	-	-	-
No Plan	42	35	24	43	27	17	37	12	10
<u>Benefit Capping</u>									
Yes	47	59	68	38	49	62	44	49	59
No	53	41	32	62	51	38	56	51	41
<u>Highest Certification</u>									
OECCO2/OSSTF 4	51	38	8	2	2	-	44	32	2
OECCO3/OSSTF 5	32	47	74	83	25	4	34	49	76
OECCO4/OSSTF 6	-	-	8	2	64	85	-	7	15
Not Known	17	15	10	13	9	11	22	12	7
<u>Retirement Gratuity</u>									
All teachers	91	83	80	92	88	88	81	76	73
Some teachers	6	14	15	4	6	6	7	12	15
No teachers	3	3	5	4	6	6	12	12	12
<u>Gratuity Capping</u>									
Yes	6	14	20	11	11	15	24	24	29
No	94	86	80	89	89	85	76	76	71
<u>Pupil-Teacher Ratio</u>									
Yes	39	47	53	53	62	72	27	32	29
No	61	53	47	47	38	28	73	68	71
<u>Class Size</u>									
Yes	24	29	32	34	34	43	15	24	24
No	76	71	68	66	66	57	85	76	76
<u>Teacher Instructional Load</u>									
Yes	21	21	30	49	55	64	2	12	15
No	79	79	70	51	45	70	98	88	85
<u>Surplus/Redundancy</u>									
Yes	85	92	96	89	96	98	95	100	100
No	15	8	4	11	4	2	5	-	-
<u>Discipline/Just Cause</u>									
Yes	47	59	73	59	72	81	68	81	88
No	53	41	27	41	28	19	32	19	12
<u>Management Rights</u>									
Yes	29	36	41	40	42	47	73	81	83
No	71	64	59	60	58	53	27	19	17

TABLE 1 Average Annualized On-Grid Salary* Dollar and Percentage Increases, 1982-83 over 1981-82 (Weighted by the January 1982 Grid Distributions) by Term of Agreement/Year in Effect and by Month of Settlement

Term of Agreement/ Year in Effect	Elementary			Secondary			RCSS			All Agreements		
	%	\$	n	%	\$	n	%	\$	n	%	\$	n
<u>One Year</u>												
COLA	9.4	2,499	1	10.0	3,156	1	-	-	-	9.7	2,782	2
No COLA	10.0	2,827	41	10.0	3,266	33	10.8	2,891	26	10.2	2,960	100
Total	10.0	2,820	42	10.0	3,263	34	10.8	2,891	26	10.2	2,956	102
<u>1st of 2-Yr</u>												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	10.1	2,816	13	12.0	3,794	7	9.7	2,624	8	10.4	2,980	28
Total	10.1	2,816	13	12.0	3,794	7	9.7	2,624	8	10.4	2,980	28
<u>1st of 3-Yr</u>												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-	-
<u>2nd of 2-Yr</u>												
COLA	11.5	3,195	8	11.6	3,793	7	10.5	3,034	2	11.5	3,435	17
No COLA	10.3	2,812	7	11.1	3,617	9	11.5	3,119	10	11.1	3,208	26
Total	10.8	2,968	15	11.3	3,671	16	11.4	3,113	12	11.2	3,269	43
<u>2nd of 3-Yr</u>												
COLA	-	-	-	4.8	1,632	1	7.0	1,692	1	5.1	1,639	2
No COLA	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	4.8	1,632	1	7.0	1,692	1	5.1	1,639	2
<u>3rd of 3-Yr</u>												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	14.4	3,947	1	-	-	-	-	-	-	14.4	3,947	1
Total	14.4	3,947	1	-	-	-	-	-	-	14.4	3,947	1
<u>All Agreements</u>												
COLA	11.2	3,088	9	10.1	3,277	9	10.0	2,778	3	10.5	3,156	21
No COLA	10.4	2,903	62	10.5	3,416	49	10.8	2,911	44	10.5	3,042	155
Total	10.4	2,919	71	10.5	3,396	58	10.8	2,908	47	10.5	3,051	176
<u>Month of Settlement**</u>												
January-May	11.5	3,089	7	12.7	4,002	1	11.8	2,964	4	11.6	3,066	12
June	11.6	3,152	15	11.4	3,654	13	10.5	2,860	16	11.0	3,111	44
July	10.6	2,929	1	12.0	3,861	3	-	-	-	11.5	3,541	4
August	-	-	-	-	-	-	-	-	-	-	-	-
September	10.6	2,851	9	10.6	3,412	5	11.4	2,956	9	11.0	2,976	23
October	9.0	2,748	1	9.2	3,094	3	10.0	2,723	2	9.5	2,853	6
November	9.4	2,595	5	14.2	4,504	3	9.0	2,317	1	10.6	3,069	9
December	9.0	2,687	8	9.0	3,017	2	9.0	2,304	1	9.0	2,752	11
January or later	9.6	2,683	9	9.1	2,953	11	8.0	2,180	1	9.3	2,799	21
Total	10.0	2,819	55	10.3	3,345	41	10.6	2,837	34	10.2	2,961	130

*Excluding increment and cost of living (COL) payments.

**Includes only those agreements for situations bargaining in the 1982-83 round of negotiations. Figures are subject to change.

TABLE 2 Unweighted Average (Mean) Minimum and Maximum Teacher Salaries by Board Type, Qualifications, Category/Group and Number of Years to Maximum

Category D				Category C				Category B			
Yrs. to Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.	Max.
4	18,043	22,589	(1)*								
5	14,368	19,850	(17)	14,376	19,457	(4)					
6	14,707	20,265	(29)	14,677	20,440	(26)	17,680	25,319			
7	14,402	21,702	(14)	14,480	21,011	(10)	15,572	23,491	15,587	23,791	(3)
8	16,265	23,011	(6)	15,823	21,908	(4)	15,997	24,081	15,768	23,640	(16)
9	15,500	21,625	(1)	14,324	21,951	(1)	15,060	24,528	15,759	24,279	(21)
10				14,220	22,514	(2)	16,105	24,048	15,792	24,643	(7)
11						(1)	16,196	25,842			(37)
12									17,030	27,947	(14)
									17,355	28,456	(1)
Average	14,758	20,754		14,680	20,723		15,935	24,266	15,756	24,085	
									17,011	27,640	
									17,029	27,377	

Category A1/Group 1						Category A2/Group 2						
Yrs.	Elem.		Sec.		R.C.S.S.		Elem.		Sec.		R.C.S.S.	
to Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
9	20,969	33,053	19,267	32,365			21,669	34,872	20,508	33,770		
	(4)		(3)				(2)		(2)			
10	19,264	32,049	19,645	32,456	19,134	31,097	20,391	34,037	20,541	34,283	20,080	33,394
	(35)		(27)		(19)		(27)		(21)		(12)	
11	18,821	31,810	19,217	32,132	18,486	31,673	19,832	33,882	20,140	34,277	19,767	33,340
	(28)		(23)		(18)		(27)		(27)		(19)	
12	18,468	32,485	18,588	31,197	18,610	31,789	18,965	33,460	19,676	33,911	19,441	33,980
	(4)		(4)		(10)		(8)		(7)		(15)	
13											20,384	34,057
											(1)	
Average	19,141	32,039	19,378	32,373	18,774	31,465	19,999	33,921	20,244	34,217	19,756	33,573

Category A3/Group 3						Category A4/Group 4					
Yrs.	Elem.		Sec.		R.C.S.S.	Elem.		Sec.		R.C.S.S.	
To	Min.	Max.	Min.	Max.	Min.	Min.	Max.	Min.	Max.	Min.	Max.
9	24,014	38,121	21,514	36,267		24,934	39,821	22,434	38,000		
	(1)		(1)			(1)		(1)			
10	22,375	37,630	22,391	38,392	21,420 36,885	23,050	40,078	23,375	40,724	22,791	39,414
	(16)		(10)		(7)	(14)		(9)		(7)	
11	21,507	37,459	21,982	38,093	21,535 36,687	22,953	40,055	23,164	40,652	22,647	38,853
	(31)		(29)		(15)	(28)		(26)		(11)	
12	21,626	37,762	21,790	38,208	21,576 37,305	22,682	40,118	22,992	40,477	22,777	39,437
	(20)		(13)		(2)	(22)		(16)		(2)	
13	20,313	36,953	21,804	37,390	20,194 37,082	21,740	39,534	23,110	40,277	22,718	39,545
	(3)		(4)		(3)	(5)		(5)		(6)	
14					22,464 37,409	26,968	39,494			22,463	40,964
					(1)	(1)				(2)	
Average	21,721	37,571	21,990	38,090	21,470 37,033	22,887	40,031	23,131	40,535	22,728	39,375

* Number of Grids.

Notes

- Salaries have not been weighted by the distribution of teachers on the grid.
- Split grids are annualized; if the number of years to reach max. changes, table reflects the greater number.

TABLE 3 Method of Category Placement-Qualifications Evaluation Council of Ontario (OECO)

OECO Programme*	Elem. No.	%	RCS No.	%
OECO 2	5	7.6	1	2.4
OECO 2 + 3	1	1.5	-	0.0
OECO 2 + 4	1	1.5	-	0.0
OECO 3	47	71.2	31	75.6
OECO 3 with \$ Qual.	1	1.5	-	0.0
OECO 4	4	6.1	5	12.2
OECO 4 with \$ Qual.	-	0.0	1	2.4
Outlined in Agree.	7	10.6	3	7.3
Agreements	66	100.0	41	100.0

*May be supplemented through modifications and/or exemptions or may be specific OECO Programme.

TABLE 4 Method of Category Placement-Ontario Secondary School Teachers' Federation (OSSTF)

OSSTF Certification*	Sec. No.	%
OSSTF 5	2	3.8
OSSTF 6	45	84.9
Not Specified	6	11.3
Agreements	53	100.0

*May be supplemented through modifications and/or exemptions.

TABLE 5 Method of Payment of Principals' Salaries

Method of Payment	Elem. No.	%	Sec. No.	%	RCS No.	%
Grid + Allowance	28	42.4	-	0.0	29	70.7
Criteria:						
No Diff.	1	-	-	2		
Sch. Type/Size	16	-	-	14		
Sch. Type/Size and Exp.	6	-	-	7		
Sch. Type/Size and Qual.	1	-	-	3		
Sch. Type/Size, Exp. and Qual.	2	-	-	1		
Other	2	-	-	2		
Separate Grid	31	47.0	52	98.1	10	24.4
Criteria:						
Yrs. Exp.	15	42	2			
Exp. and Qual.	1	-	1			
Sch. Type/Size and Exp.	10	9	-			
Sch. Type/Size, Exp. and Qual.	5	-	6			
Other	-	1	1			
Tch. and Sep. Grids	6	9.1	-	0.0	2	4.9
Flat \$ Amount	1	1.5	1	1.9	-	0.0
Agreements	66	100.0	53	100.0	41	100.0

TABLE 6 Cost of Living (COL) Provision

COL Provision	Elem. No.	%	Sec. No.	%	RCS No.	%
All Agreements	9	13.6	9	17.0	4	9.8
Allowance Only	6	9.1	4		1	
Fold-in Only	-	-	-	-	1	
Allow. and Fold-in	3	4.5	5		2	
1 Yr or 1st Yr of Multi-Yr Agreements	1		1		-	
No Provision	57	86.4	44	83.0	37	90.2
Agreements	66	100.0	53	100.0	41	100.0

*Adjustment to salary grid.

TABLE 7 Master's Degree Allowance

Degree Allowance	Elem. No.	%	Sec. No.	%	RCS No.	%
Less than \$500	1	1.5	2	3.8	1	2.4
\$500-\$49	5	7.6	6	11.3	3	7.3
\$550-\$99	2	3.0	3	5.7	1	2.4
\$600-\$49	9	13.6	6	11.3	2	4.9
\$650-\$99	6	9.1	7	13.2	-	0.0
\$700-\$49	14	21.2	11	20.8	2	4.9
\$750-\$99	8	12.1	14	26.3	1	2.4
\$900 or more	3	4.5	3	5.7	-	0.0
No Allowance	18	27.4	1	1.9	31	75.7
Agreements	66	100.0	53	100.0	41	100.0

TABLE 8 Method of Payment of Vice-Principals' Salaries

Method of Payment	Elem. No.	%	Sec. No.	%	RCS No.	%
Grid + Allowance	51	77.2	-	0.0	35	85.4
Criteria:						
No Diff.	23	-	-	12		
Yrs. of Exp.	15	-	-	4		
Sch. Type/Size	10	-	-	13		
Sch. Type/Size and Exp.	1	-	-	4		
Sch. Type/Size and Qual.	-	-	-	1		
Other	-	-	-	1		
Separate Grid	11	16.7	48	90.0	1	2.4
Criteria:						
Yrs. Exp.	9	48	-			
Yrs. Exp. and Qual.	2	-	1			
Tch. and Sep. Grids	-	0.0	-	0.0	1	2.4
Flat \$ Amount	-	0.0	1	1.9	-	0.0
Not Specified	4	6.1	4	7.5	4	9.8
Agreements	66	100.0	53	100.0	41	100.0

TABLE 9 Board Subsidization of Employee Benefit Plans

Board Subsid. (%)	Elem. No.	%	Sec. No.	%	RCSS No.	%
a) OHIP						
0*	1	1.5	2	3.8	1	2.4
50, 60	2	3.0	1	1.9	-	0.0
75	15	22.7	9	17.0	1	2.4
80	10	15.2	7	13.2	7	17.2
85	9	13.6	7	13.2	8	19.5
90, 91	7	10.6	7	13.2	7	17.2
95	1	1.5	-	0.0	3	7.1
100	20	30.4	19	35.8	14	34.2
Flat \$ Amt.	1	1.5	1	1.9	-	0.0
b) Extended Health						
75	8	12.1	2	3.8	3	7.3
80	7	10.6	5	9.4	6	14.6
85	10	15.2	6	11.3	6	14.6
90	5	7.6	6	11.3	7	17.1
95	1	1.5	-	0.0	2	4.9
100	27	40.9	27	41.0	12	29.3
Flat \$ Amt.	2	3.0	2	3.8	-	0.0
No Plan	6	9.1	5	9.4	5	12.2
c) Dental						
0*	1	1.5	1	1.9	-	0.0
50, 60	11	16.7	5	9.4	5	12.2
70	1	1.5	-	0.0	3	7.3
75	9	13.6	7	13.2	5	12.2
80	8	12.1	7	13.2	4	9.8
85	9	13.6	4	7.5	7	17.1
90	4	6.1	5	9.4	5	12.2
95	-	0.0	-	0.0	2	4.9
100	15	22.7	19	35.9	9	21.9
Flat \$ Amt.	4	6.1	2	3.8	-	0.0
No Plan	4	6.1	3	5.7	1	2.4
d) Long-Term Disability						
0*	32	48.6	25	47.1	24	58.5
50-70	3	4.5	4	7.5	2	4.9
75	3	4.5	2	3.8	1	2.4
80	3	4.5	1	1.9	3	7.3
85	3	4.5	1	1.9	2	4.9
90	1	1.5	1	1.9	-	0.0
95	-	0.0	-	0.0	1	2.4
100	7	10.6	9	17.0	4	9.8
Flat \$ Amt.	-	0.0	1	1.9	-	0.0
No Plan	16	24.3	9	17.0	4	9.8
e) Group Life Insurance						
0*	-	0.0	1	1.9	-	0.0
Up to 50	2	3.0	3	5.7	1	2.4
60, 67	3	4.5	2	3.8	1	2.4
70, 75	8	12.1	3	5.7	5	12.2
80, 85	12	18.2	5	9.4	9	22.0
90, 95	4	6.1	3	5.7	7	17.1
100	35	53.1	34	64.0	18	43.9
Flat \$ Amt.	2	3.0	2	3.8	-	0.0
f) Limitation on Employee Benefit Subsidy	45	68.2	33	62.3	24	58.5
Agreements	66	100.0	53	100.0	41	100.0

*Plan exists; Board does not contribute towards payment of premium.

TABLE 10 Retirement Gratuity

Retirement Gratuity	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	63	85.5	50	94.3	36	87.8
Payment Crit.:*						
Superann. Only	31		25		23	
Bd. Discretion	7		6		2	
Leaving Prof.	5		4		5	
Spec. Age.	15		15		6	
Health	24		18		5	
Other	3		3		2	
Min. Ser. Req'd:						
1 Yr. Unspec., No Min.	16		10		7	
5-7	11		9		3	
10-12	35		31		20	
15-20	1		-		6	
Payable to Estate	57		47		30	
Death Benefit	5		2		6	
Phasing Out	10		3		6	
Other Limitation	13		8		12	
No Provision	3	4.5	3	5.7	5	12.2
Agreements	66	100.0	53	100.0	41	100.0

*Not mutually exclusive.

TABLE 11 Cumulative Sick Leave (C.S.L.)*

C.S.L.	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	66	100.0	52	98.1	41	100.0
Max. Days Acc.:						
200-219	16		14		9	
220-239	12		9		15	
240-259	19		17		13	
300, 400	4		3		2	
No Max.	11		5		1	
Varies	3		4		-	
No Accum.	1		-		1	
No Provision	-	0.0	1	1.9	-	0.0
Agreements	66	100.0	53	100.0	41	100.0

*For sick leave purposes.

TABLE 12 Extended Leave of Absence

Leave of Absence	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	50	75.8	39	73.6	29	70.7
Min. Serv. Req'd:						
2, 3	5		5		1	
4, 5	1		2		3	
8+	-		-		2	
Not Specified	44		32		23	
No Provision	16	24.2	14	26.4	12	29.3
Agreements	66	100.0	53	100.0	41	100.0

TABLE 13 Sabbatical Leave*

Sabbatical Leave	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	56	84.8	46	86.8	37	90.2
Min. Serv. Req'd.:						
3, 5	17		16		9	
7	11		6		1	
10	20		16		21	
Not Spec.	1		1		1	
Basic Salary (%)						
50-70	12		10		10	
75	23		21		18	
80	11		5		2	
85-100	4		3		2	
Other	3		3		2	
Not Spec.	3		3		2	
Subseq. Serv. Req'd.:						
1, 2	12		7		8	
3, 5	34		29		26	
Not Spec.	5		3		1	
Det. of Max. No. of Leaves Spec.:						
% of Staff	12		2		1	
# of Staff	28		27		14	
Bd. Discretion	4		4		20	
Other	11		13		1	
No Provision	10	15.2	7	13.2	4	9.8
Agreements	66	100.0	53	100.0	41	100.0

*Provision with longest specified period of absence.

TABLE 14 Maternity, Adoption and Paternity Leaves

Leave Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
a) Maternity*	56	84.8	36	67.9	30	73.2
Max. Leave:						
1 Sch. Yr.	9		4		5	
1 Sch. Yrs.	34		22		12	
Other	13		10		13	
b) Adoption	56	84.8	44	83.0	37	90.2
Paternity	35	53.0	24	45.3	33	80.5
Agreements	66	100.0	53	100.0	41	100.0

*Beyond provisions of Employment Standards Act.

TABLE 15 Negotiations and Federation Business Leaves

Leave Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
Long-term Fed. Bus.*	32	48.5	32	60.4	18	43.9
Short-term Fed. Bus.	26	39.4	22	41.5	27	65.9
Negotiations	15	22.7	11	20.8	9	22.0
Agreements	66	100.0	53	100.0	41	100.0

*Defined as 6 or more days.

TABLE 16 Class Size, Pupil-Teacher Ratio (P.T.R.)

Class Size, P.T.R.	Elem. No.	%	Sec. No.	%	RCSS No.	%
a) Class Size	21	31.8	23	43.4	10	24.4
Status:						
Mandatory Guideline	8		8		6	
Spec. No.:						
One	5		-		4	
More than One	6		15		2	
Combination	5		6		1	
No Class Size	45	68.2	30	56.6	31	75.6
b) P.T.R.	35	53.0	38	71.7	12	29.3
Status:						
Mandatory Guideline	34		36		8	
Spec. No.:						
One	21		21		6	
More than One	11		14		2	
No P.T.R.	31	47.0	15	28.3	29	70.7
Agreements	66	100.0	53	100.0	41	100.0

TABLE 17 Workload Provisions

Workload Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
Teachers	37	56.1	39	73.6	21	51.2
Instruct. Load	20		34		6	
Noon-Time Superv.:						
Req'd	3		-		-	
Exempt.	10		1		2	
Both	15		1		9	
Other Superv.:						
Req'd.	8		6		2	
Exempt.	2		-		-	
Both	10		13		6	
Principals	17	25.8	3	5.7	15	36.6
Vice-Principals	16	24.2	3	5.7	10	24.4
Other Pos. of Resp.	7	10.6	26	49.1	5	12.2
Agreements	66	100.0	53	100.0	41	100.0

TABLE 18 Staff Allocation Provisions

Staff Alloc. Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
Principals	6	9.1	18	34.0	7	17.1
Vice-Princ.	25	37.9	21	39.6	18	43.9
Other Pos. of Resp.	8	12.1	38	71.7	4	9.8
Guide. Teachers	2	3.0	35	66.0	2	4.9
Para-Prof.	20	30.3	5	9.4	13	31.7
Secret'l Ass't.	14	21.2	2	3.8	5	12.2
Agreements	66	100.0	53	100.0	41	100.0

TABLE 19 Surplus/Redundancy

Surplus/Redundancy	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	63	95.5	52	98.1	41	100.0
Factors Considered:*						
Seniority:	63		50		41	
Consec. Bd. Exp.	41		39		37	
Total Bd. Exp.	80		43		21	
Total Exp.	61		46		33	
Other	58		41		14	
Type of Contract	46		35		31	
Qualifications	61		50		41	
Effectiveness	6		8		15	
Board Discret.	63		51		41	
Other	4		5		8	
Accommodation:*						
Priority Transfer	63		51		38	
Lim. Displace.	22		17		2	
Unlim. Displace.	9		8		5	
Priority Reloc.	16		24		2	
Options in Lieu of Layoff:*						
Perm. Supply	23		24		1	
Retraining	5		11		-	
Sabbatical	2		7		-	
Spec. Assign.	2		5		2	
Br. Aff.-	-		4		-	
Spons. Plan	7		13		-	
Leave of Abs.	41		37		25	
Def. Salary**	18		18		9	
Red. Teaching						
Options at Layoff:*						
Priority Summer/ Occ./Night School	2		16		-	
Priority Supply	17		20		11	
Priority Recall	55		44		38	
Separation Allow.	28		31		2	
Early Retire.**	9		21		3	
Other options	3		8		2	
No Provision	3	4.5	1	1.9	-	0.0
Agreements	66	100.0	53	100.0	41	100.0

*Not mutually exclusive.

**Not necessarily in Surplus/Redundancy Provision

TABLE 20 Vacancy/Transfer

Vacancy/Transfer	Elem. No.	%	Sec. No.	%	RCSS No.	%
Vacancy	34	51.5	25	47.2	22	53.7
Teachers:						
Adv. Int. Posting	22		11		6	
Seniority Consid.	17		10		8	
Pos. of Resp.:	34	51.5	28	52.8	23	56.1
Adv. Int. Posting	20		10		10	
Seniority Consid.	14		11		10	
Transfer						
Teacher-Req.	41	62.1	30	56.6	27	65.9
Board-Initiated Reloc. Allow.	59 14	89.4	44 13	83.0	38 7	92.7
New Positions	35	53.0	26	49.1	26	63.4
Teacher/Bd. Discussion	28		24		18	
Agreements	66	100.0	53	100.0	41	100.0

TABLE 21 Number and Term of Agreements Included in this Overview

Agreements	Elem. (1) (2)	Sec. (1) (2)	RCSS (1) (2)
Total Possible	76 76	76 76	48 48
Included in Summary	71 66	58 53	47 41
Term:			
1-Yr	42 38	34 30	26 20
1st Yr of 2-Yr	13 12	7 6	8 8
2nd Yr of 2-Yr	15 15	16 16	12 12
1st Yr of 3-Yr	- -	- -	- -
2nd Yr of 3-Yr	- -	1 1	1 1
3rd Yr of 3-Yr	1 1	- -	- -

(1) Salary grid data only (2) All data

TABLE 22 List of Agreements Included in the Overview by Agreement Code Number

Elementary						Secondary						R.C.S.S.					
001	013	026	039		065	078	090	103	116			155	167	179		191	
002	014	027	040	053	066	079#	091	104*	117		143	156	168	180		192	
003		028	041	054	067			105	118	131	144	157	169	181		193	
004*	016	029	042	055	068		093	106	119	132	145	158	170*	182		194	
005	017*	030	043	056	069	082		107	120	133	146	159	171	183		195	
006	018	031	044	057	070	083	095	108		134	147	160	172	184		196	
007	019	032	045	058	071	084	096	109#	122	135	148	161*	173	185*		197*	
008	020	033	046		072	085		110	123		149	162	174	186*		198	
009	021	034*	047	060	073		098	111*	124		150	163	175	187			
010	022	035	048		074*		099	112			151	164*	176	188		200	
011	023#	036	049	062	075	088	100	113	126		152*	165	177	189		201	
012		037	050	063	076	089*		114	127	140	153	166	178	190		202	
	025*	038	051	064			102	115		141							

*Teacher salary grid data only. #Additions.